TRIPLE ' S '

Drug and alcohol abuse in the transportation industry has reached such proportions that the 100th Congress is considering mandatory testing of transportation workers to detect drug and alcohol use. The Senate Commerce Committee has already reported legislation. The Senate Judiciary Committee has held a hearing on the same legislation. The appropriate House Committees will soon be considering similar legislation. Both the Congress and those connected with transportation share the understanding and goal to eliminate the abuse of drugs and alcohol by those responsible for the operation of the national transportation system-- over the highway, on water, on rails or in the air.

Triple S--Straight, Sober and Safe-- is more than a motto to those involved in transportation and its accomplishment requires much more than "random testing" , which is the core of pending legislation.

The Triple S Coalition is a group made up of labor organizations and transportation related businesses, which have join together, for the purpose of encouraging legislation and continuing programs to get the job done. Its primary approach is to educate its members and the Congress about the nature of drug and alcohol abuse among employees in the transportation industry and to develop the most effective ways to eliminate the problem.

The attached Statement of Principles spells out the general position of the Triple S Coalition. In a nutshell, Triple S believes that:

- ☐ There is no place for the use of drugs or alcohol by transportation employees on the job or just before going to work.

- ☐ Most citizens, including those engaged in transportation, need better awareness and education about the effect of drug or alcohol use on safe job performance.

- ☐ Some citizens, including transportation employees, are addicted to drug or alcohol use and need to be effectively made aware of their addiction and given the opportunity to become rehabilitated before they do additional harm to themselves or others.

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☐ The transportation industry is made up of different modes--bus, truck, rail, barge and aircraft -- and within each mode there are a variety of organizations, i.e. independent operators, small businesses, large companies, common carriers, private carriers; some union and some non-union. All of the industry, and the public, depend upon straight, sober and safe transportation operators.

☐ Experience, in both industry and government, has shown that awareness and rehabilitation programs--coupled with enforcement of safe work practices prohibiting the use of drugs or alcohol on the job-- can work. Some transportation employees have access to company sponsored awareness and rehabilitation programs; others do not. The diverse nature of the transportation industry requires government incentives and industry-wide cooperation to install "awareness", "straight and sober job performance", and "rehabilitation" for those employees who need it.

☐ Testing for cause, i.e. following an accident, violation of safety law or an episode of bizarre behavior, should be encouraged as an effective deterrent to the use of alcohol or drugs in the work setting.

☐ General random testing should be used only as leverage to get companies or independent operators to participate in effective drug or alcohol abuse prevention programs.

The Triple S Coalition will work with the Congress, the Administration and the transportation industry to develop effective legislation to ensure that all transportation operators are straight, sober and safe.

The law firm of Isham, Lincoln & Beale is counsel to the Coalition. For more information contact J. Paul Molloy with that firm at (202)833-9730.

Triple S : Straight, Sober and Safe Transportation for America

Privileged and Confidential

Triple "S" : How It Works

Membership

The membership of **Triple "S"** will initially be limited to companies, associations and labor organizations involved or directly related to transportation. In the future it is entirely possible that the original membership may decide to open the group to individual memberships either as part of the main organization or as part of a subsidiary.

Control

The organization shall be established as a non-profit corporation with a Board of Directors elected by the membership. The Board shall determine policy and establish direction for staff and develop a coordinated program for members to promote its programs.

Cost

Cost for membership shall be determined by the Board. It is anticipated that the Coalition will have broad membership to encompass all aspects of the transportation industry and to assure a low per member cost.

Core Membership

The goal for initial or core membership is to have leadership from the National Association of Truck Stop Operators; the Teamsters International; the Airline Pilots Association; the United Transportation Union; the Brotherhood of Locomotive Engineers; AMTRAK; individual railroads; individual truck companies; individual airlines; individual barge lines; intercity bus companies; and local commuter agencies

Program

The initial program is to 1) organize members, 2) work with Congress and the Administration to perfect pending legislation, 3) explore outreach possibilities, including the publication of a periodic magazine directed to employees engaged in the transportation industry, to reinforce the effort to

eliminate the use of drugs or alcohol on the job or before coming to work; 4) establish a program of insurance for third party payment for rehabilitation coverage for employees not covered by existing employer health insurance programs, and 5) establish a clearing house for members to assist in keeping rehabilitation and awareness costs low.

Scope

The scope of the Triple "S" Coalition is limited to the prevention of drug or alcohol abuse within the transportation industry.

Contact

The initial contact for the Coalition is J. Paul Molloy with the Washington Office of the Chicago law firm of Isham, Lincoln & Beale, Suite 1100, 1150 Connecticut Avenue, N. W., Washington, D.C. 20036 --tel. (202)833-9730.

Questions and Answers About Triple "S"

Q. Who is in the Triple "S" Coalition?
A. The **Triple "S" Coalition** is a group of transportation interests representing the various modes and including both management and labor.

Q. What is the purpose of the Triple "S" Coalition?
A. The purpose of the Triple "S" Coalition is to assist the Congress, the Administration and the members of the industry in establishing an effective program for eliminating any problem of drug or alcohol abuse within the industry. It acts as an umbrella educational and support organization for the entire transportation industry to prevent the use of drugs or alcohol before or during work by transportation employees.

Q. How can the Triple "S" Coalition stop drug or alcohol abuse among transportation workers?
A. By working together the entire transportation industry, including private carriage, can exchange ideas and information about prevention, enforcement and rehabilitation programs that work. As an umbrella organization for all transportation it can coordinate legislative remedies best suited to deal with the problem and provide on-going service to provide outreach for awareness programs, esprit d'corps for "straight, sober and safe transportation in America" and resources such as rehabilitation insurance for those transportation workers without such coverage.

Q. Does the Triple "S" Coalition favor random testing of employees engaged in transportation?
A. No. Random testing would involve the vast majority of employees who never present a problem of using alcohol or drugs on the job or before coming to work. It would represent an expense of testing --both in dollars and goodwill-- more than 80 - 85% of the employees who have no problem of using drugs or alcohol at work or before coming to work **but** whose cooperation is needed to ensure a drug and alcohol free work environment. Companies with an effective Employee Assistance Programs have found that employees without drug or alcohol problems will help get those employees with drug or alcohol problems into rehabilitation programs. It is necessary to encourage the cooperation of those employees to continue their own straight, sober and safe work behavior and to make certain their co-workers do the same. Random testing could have the effect of demoralizing their existing and potential efforts to solve the problem. It may be helpful, however, to use random testing as leverage to motivate companies and employees to implement effective prevention and intervention programs.

Q. Does the Triple "S" Coalition favor any drug or alcohol testing of employees engaged in transportation?

A. Yes. The Coalition favors testing when there is a reason such as an accident, bizarre behavior, or violation of law. Testing "for cause" does not have the same corrosive effect on a well run awareness, intervention and rehabilitation program as random testing. There needs to be an element of trust given to a workforce if it is to act responsibly with respect to the cooperative efforts by employees and employers to root out alcohol or drug use on the job or before coming to work. Such trust is not damaged when the testing takes place for cause.

Q. Don't transportation employees already know that they should not use drugs or alcohol on the job or before coming to work?

A. Many transportation employees may know that drugs or alcohol should not be used on the job or before coming to work-- both from common sense, employer sponsored awareness and assistance programs, government programs and industry programs. However, some employees either do not understand the seriousness of drug or alcohol use on the job or do not feel that the prohibition applies to them. A coordinated program covering the entire transportation industry will reach those who need to understand the seriousness of the problem and will encourage a degree of cooperation built around the common business of transportation which will strengthen existing programs and reach those in the industry without company sponsored programs.

Q. What can the Triple "S" Coalition do that could not be done by each mode or each company itself?

A. Several things. First, it can help bring together a common approach and support system for all of transportation by providing a forum for sharing good ideas among the similarly situated businesses. Second, by its very nature the combined effort will reinforce the constructive actions taken by and within each mode. Third, the matter of straight, sober and safe transportation employees is not a competitive matter between the modes; all modes share the same goal. Fourth, the umbrella approach of Triple "S" provides a way to reach the smaller transportation operations which do not have the resources of larger companies but do present a danger to both the reputation of the transportation industry and the public.

Q. Who pays for Triple "S"?

A. Triple "S" Coalition is supported by member companies and labor organizations and from services it will provide such as a periodical for transportation employees designed to emphasize awareness of straight,

sober and safe transportation and the provision of insurance for small or independent operators to provide third party payment for rehabilitation service.